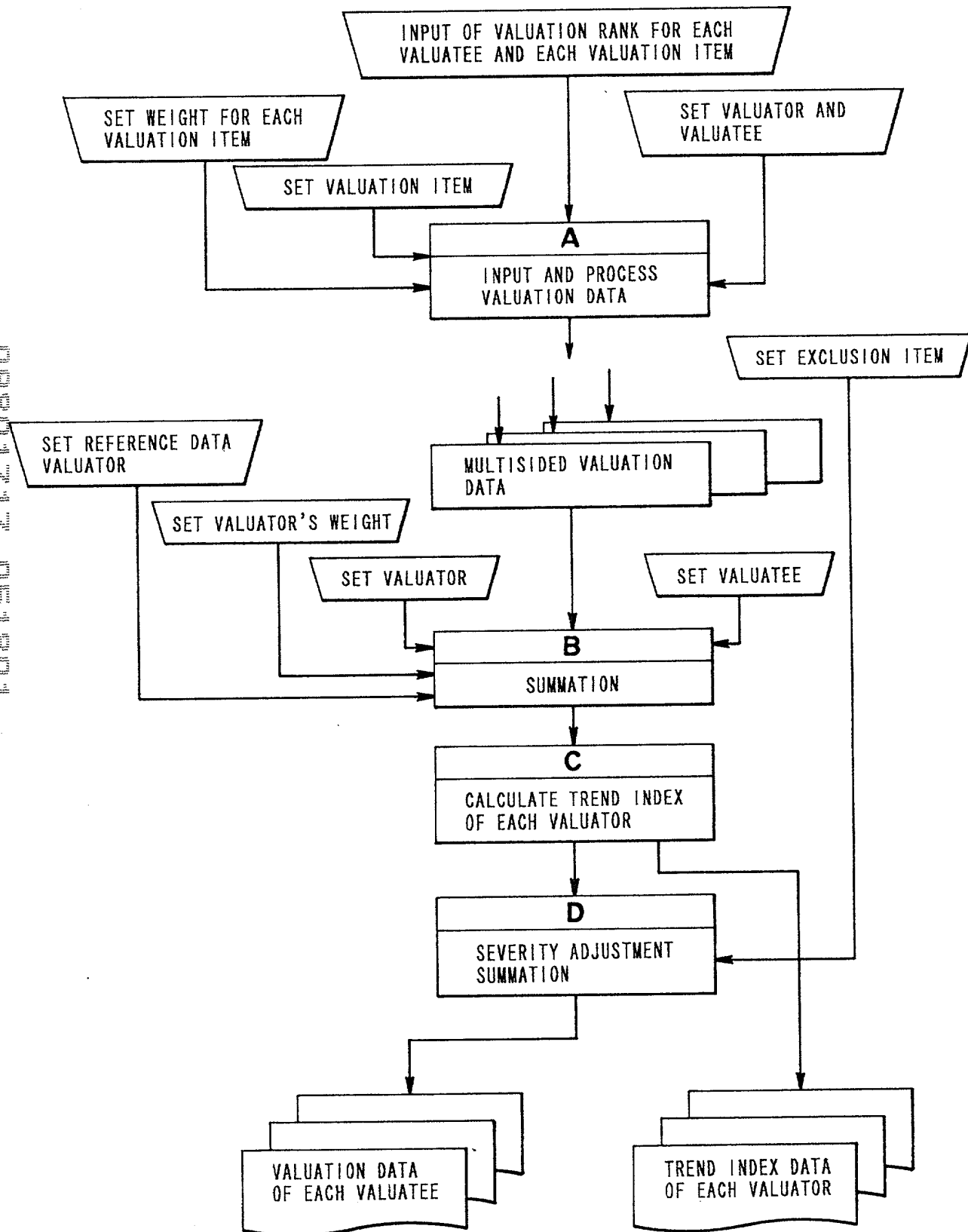


[illegible]

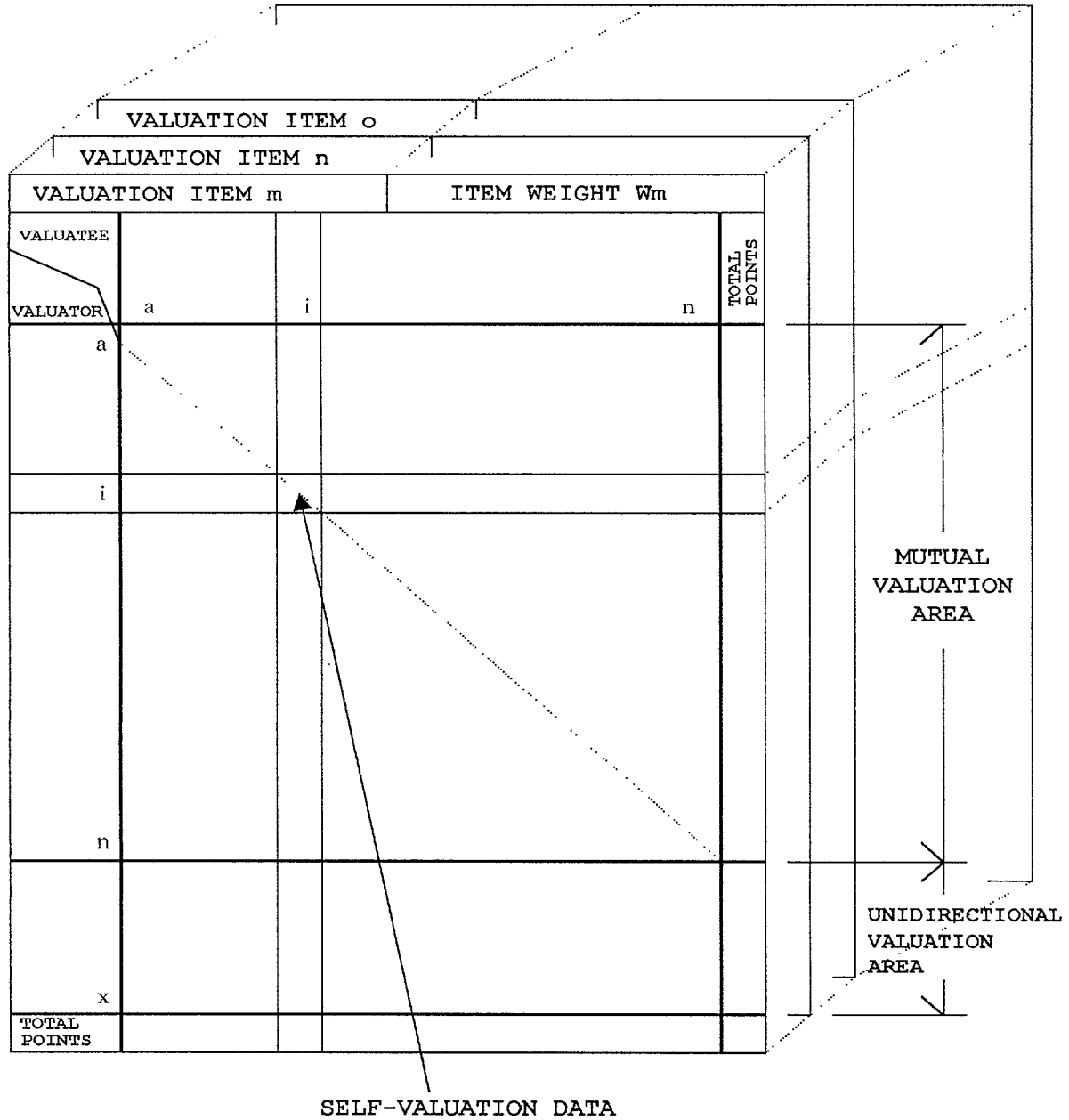
# FIG. 2

| DATA OF VALUATOR i           |             |   |   |   |  |   |  |  |  |  |   |
|------------------------------|-------------|---|---|---|--|---|--|--|--|--|---|
| VALUATION<br>ITEM            | VALUATEE    | a | b | c |  | i |  |  |  |  | p |
|                              | ITEM WEIGHT |   |   |   |  |   |  |  |  |  |   |
| X_1                          | Wx_1        |   |   |   |  |   |  |  |  |  |   |
| X_2                          | Wx_2        |   |   |   |  |   |  |  |  |  |   |
|                              |             |   |   |   |  |   |  |  |  |  |   |
| Y1_1                         | Wy1_1       |   |   |   |  |   |  |  |  |  |   |
| Y1_2                         | Wy1_2       |   |   |   |  |   |  |  |  |  |   |
|                              |             |   |   |   |  |   |  |  |  |  |   |
| Y2_1                         | Wy2_1       |   |   |   |  |   |  |  |  |  |   |
| Y2_2                         | Wy2_2       |   |   |   |  |   |  |  |  |  |   |
|                              |             |   |   |   |  |   |  |  |  |  |   |
| Y2_n                         | Wy2_n       |   |   |   |  |   |  |  |  |  |   |
| TOTAL POINTS<br>OF VALUATION |             |   |   |   |  |   |  |  |  |  |   |

VALUATION RANK  $R(X_{1,c})$

SELF-VARIATION DATA  $T_i$

# FIG. 3



# FIG. 4

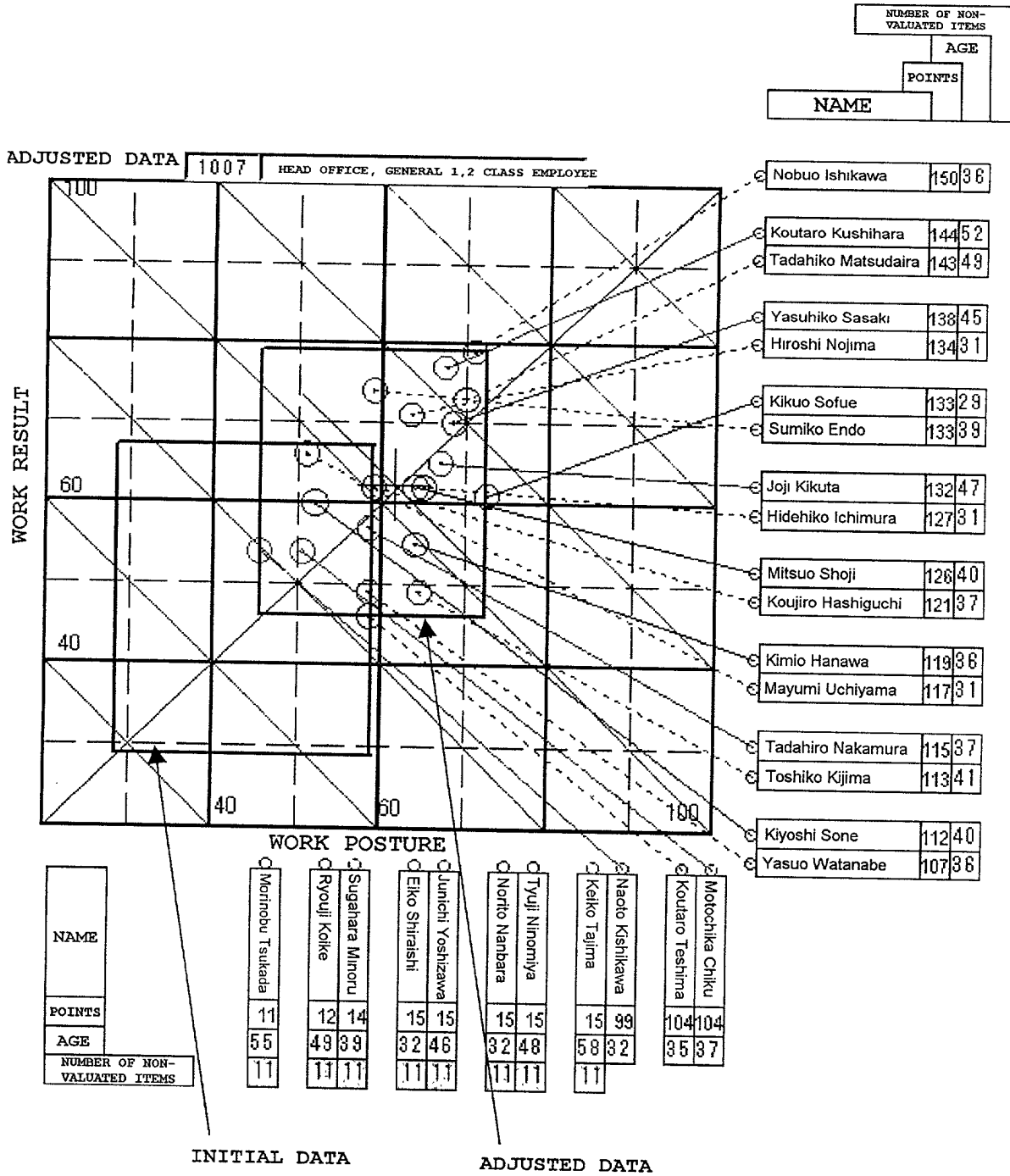
| VALUATEE'S COMMENT           |      | VALUATOR'S COMMENT  |
|------------------------------|------|---------------------|
| HEAD OFFICE GENERAL EMPLOYEE | 1, 2 | MUTUAL + SUPERVISOR |
| CLASS EMPLOYEE               |      |                     |

| No.           | Select Valuatee | Group Number Order, Age Order |                       | Select Valuator   | Number of Persons Giving Valuation Answer |                    |
|---------------|-----------------|-------------------------------|-----------------------|-------------------|-------------------------------------------|--------------------|
|               |                 |                               |                       | Valuator's Wright | Self-Valuation + Valuation                |                    |
| Set Reference |                 | Deptartment, Name             | Group, Age            |                   |                                           | Sole Self-Valuator |
|               | 1               | レ                             | 6 Keiko Tajima        | 7 58              | 1                                         | 11.3               |
|               | 2               | レ                             | 5 Morinobu Tsukada    | 7 55              | 1                                         | 9.0                |
|               | 3               | レ                             | 4 Koutaro Kushihara   | 7 52              | 1                                         | 1.0                |
|               | 4               | レ                             | 3 Ryouji Koike        | 7 49              | 1                                         | 8.5                |
|               | 5               | レ                             | 4 Tadahiko Matsudaira | 7 49              | 1                                         | 3.4                |
|               | 6               | レ                             | 5 Tyuji Ninomiya      | 7 48              | 1                                         | 7.4                |
|               | 7               | レ                             | 5 Joji Kikuta         | 7 47              | 1                                         | 2.6                |
|               | 8               | レ                             | 5 Junichi Yoshizawa   | 7 46              | 1                                         | 9.0                |
|               | 9               | レ                             | 4 Yasuhiko Sasaki     | 7 45              | 1                                         | 7.8                |
|               | 10              | レ                             | 5 Minoru Sugahara     | 7 39              | 1                                         | 9.0                |
|               | 11              | レ                             | 3 Nobuo Ishikawa      | 7 36              | 1                                         | 5.0                |
|               | 12              | レ                             | 5 Eiko Shiraishi      | 7 32              | 1                                         | 8.6                |
|               | 13              | レ                             | 4 Naoto Kishikawa     | 7 32              | 1                                         | 1.8                |
|               | 14              | レ                             | 5 Norito Nanbara      | 7 32              | 1                                         | 7.6                |
|               | 15              | レ                             | 4 Mayumi Utiyama      | 7 31              | 1                                         |                    |
|               | 16              | レ                             | 3 Hiroshi Nojima      | 7 31              | 1                                         | 5.0                |
|               | 17              | レ                             | 3 Hidehiko Ichimura   | 7 31              | 1                                         | 9.0                |
|               | 18              | レ                             | 3 Yoshihisa Sofue     | 7 29              | 1                                         |                    |
|               | 19              | レ                             | 7 Toshiko Kijima      | 8 41              | 1                                         | 2.0                |
|               | 20              | レ                             | 4 Mitsuo Shoji        | 8 40              | 1                                         | 1.1                |
|               | 21              | レ                             | 4 Kiyoshi Sone        | 8 40              | 1                                         | 18.0               |
|               | 22              | レ                             | 4 Sumiko Endo         | 8 39              | 1                                         | 2.0                |
|               | 23              | レ                             | 4 Tadahiro Nakamura   | 8 37              | 1                                         | 1.0                |
|               | 24              | レ                             | 3 Koujiro Hashiguchi  | 8 37              | 1                                         | 10.3               |
|               | 25              | レ                             | 4 Mototika Chiku      | 8 37              | 1                                         | 2.0                |
|               | 26              | レ                             | 3 Kimio Hanawa        | 8 36              | 1                                         | 10.8               |
|               | 27              | レ                             | 7 Yasuo Watanabe      | 8 36              | 1                                         |                    |
|               | 28              | レ                             | 10 Koutaro Teshima    | 8 35              | 1                                         |                    |
|               | 29              |                               | 2 Kimiharu Hirasawa   | 1 ●               | 4                                         | 28.0               |
|               | 30              |                               | 1 Kenjiro Shinoda     | 1 ●               | 4                                         | 28.0               |
|               | 31              |                               | 1 Jiro Noguchi        | 1 ●               | 4                                         | 28.0               |
|               | 32              |                               | 6 Keiji Tezuka        | 2 ●               | 3                                         | 24.3               |
|               | 33              |                               | 5 Tokuji Kanamori     | 2 ●               | 3                                         | 10.9               |
|               | 34              |                               | 7 Eizo Nakanishi      | 2 ●               | 3                                         | 21.2               |
|               | 35              |                               | 5 Mariko Ishimaru     | 3 ●               | 2                                         | 8.8                |
|               | 36              |                               | 3 Shizuo Kunugi       | 3 ●               | 2                                         | 14.0               |
|               | 37              |                               | 6 Takasuke Shimojo    | 3 ●               | 2                                         | 14.0               |
|               | 38              |                               | 5 Kinichi Kainuma     | 3 ●               | 2                                         | 13.0               |
|               | 39              |                               | 5 Ryouichi Matsumoto  | 3 ●               | 2                                         | 12.0               |
|               | 40              |                               | 2 Masahisa Sasahara   | 4 ●               | 2                                         | 26.9               |
|               | 41              |                               | 7 Kazumi Kishi        | 4 ●               | 2                                         | 25.3               |
|               | 42              |                               | 4 Toru Kawamura       | 4 ●               | 2                                         | 11.0               |
|               | 43              |                               | 4 Tomohiro Kushihara  | 5 ●               | 2                                         | 14.0               |
|               | 44              |                               | 3 Kensuke Machida     | 5 ●               | 2                                         | 8.0                |
|               | 45              |                               | 3 Syunsuke Futami     | 5 ●               | 2                                         | 6.0                |

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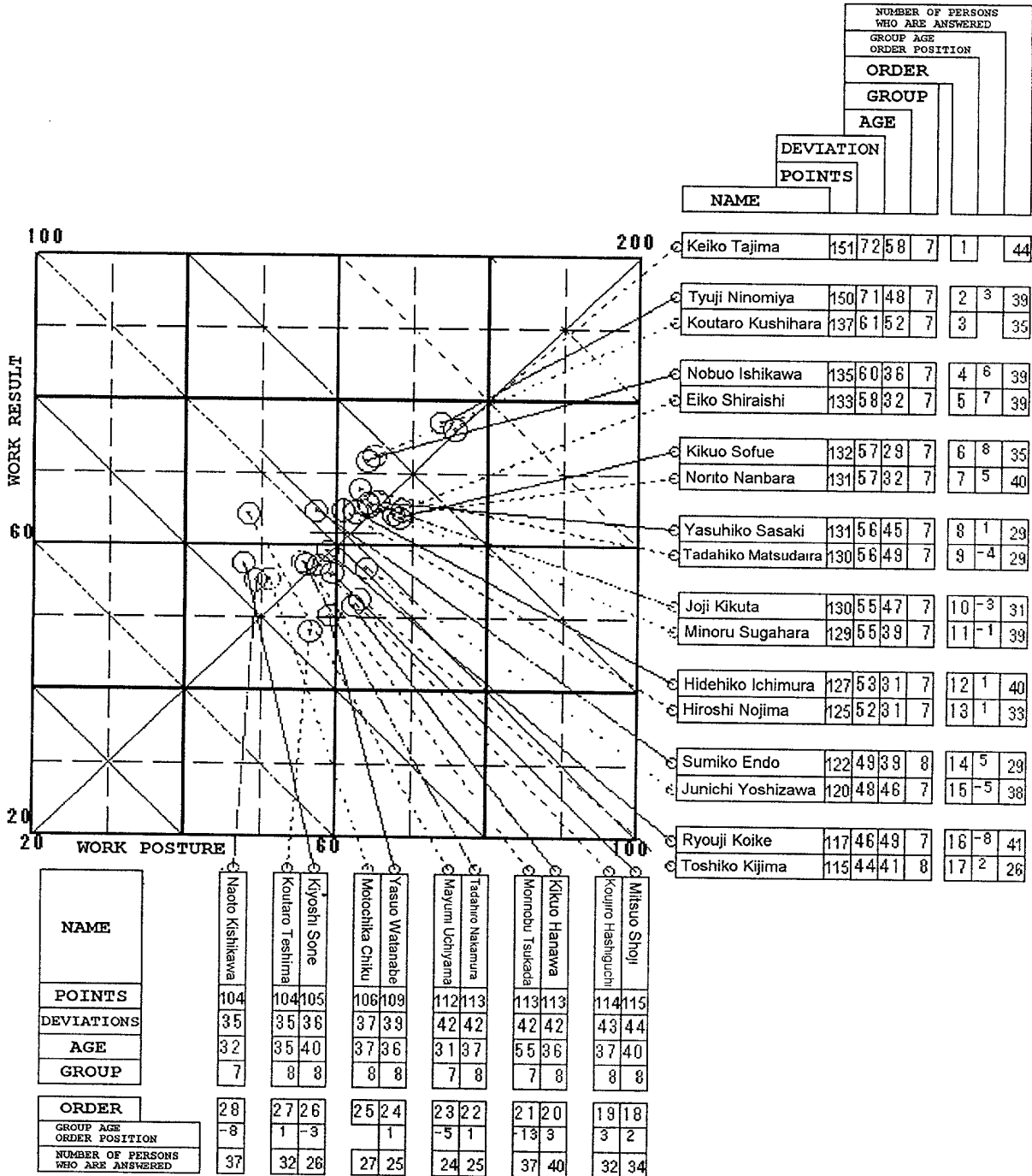
# FIG. 5

FIG. 5



# FIG. 6

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# FIG. 7

